

UNITED STATES DISTRICT COURT
DISTRICT OF NEVADA

JOHN MELNIK,

Plaintiff,

v.

JAMES DZURENDA, *et al.*,

Defendants.

3:16-cv-00670-MMD-CLB

REPORT AND RECOMMENDATION
OF U.S. MAGISTRATE JUDGE¹

This case involves a civil rights action filed by Plaintiff John Melnik ("Melnik") against Defendants NDOC Director James Dzurenda, Warden Dwight Neven, Sergeant Jay Barth, Senior Correctional Officer Anthony Warren, CERT Officer and Investigator Jason Satterly, and Caseworker Stacey Barrett (collectively referred to as "Defendants"). Currently pending before the court is Defendants' motion for summary judgment. (ECF No. 55.) Melnik opposed the motion and filed a cross-motion for summary judgment (ECF Nos. 60, 61), and Defendants replied (ECF No. 63). For the reasons stated below, the court recommends that Defendants' motion for summary judgment (ECF No. 55) be denied, and Melnik's cross-motion for summary judgment (ECF No. 61) be denied.

I. BACKGROUND AND PROCEDURAL HISTORY

Melnik is an inmate in the custody of the Nevada Department of Corrections ("NDOC"). At the time relevant to this action, Melnik was incarcerated at the High Desert State Prison ("HDSP"). (ECF No. 5). Proceeding *pro se*, Melnik filed the instant civil rights action pursuant to 42 U.S.C. § 1983, alleging a procedural due process claim against Defendants. (*Id.*)

¹ This Report and Recommendation is made to the Honorable Miranda M. Du, United States District Judge. The action was referred to the undersigned Magistrate Judge pursuant to 28 U.S.C. § 636(b)(1)(B) and LR IB 1-4.

1 According to Melnik's Complaint (ECF No. 5), the alleged events giving rise to his
2 claim are as follows: On December 10, 2014, Melnik was sent to administrative
3 segregation and placed under investigation due to drugs being found in two envelopes
4 allegedly addressed to Melnik via institutional mail. (*Id.* at 6). On January 29, 2015,
5 Melnik was served with two Notice of Charges ("NOCs"). (*Id.*) Melnik was charged with
6 MJ 31, Unauthorized Use of Equipment and Mail, and MJ 53, Possession/Sale of
7 Intoxicants. (*Id.*) The NOCs were read and served by Defendant Warren, with
8 Defendant Barth in attendance, supervising. (*Id.*) Melnik requested photocopies of the
9 envelopes allegedly addressed to him, front and back, and Warren and Barth said they
10 would see what they could do. (*Id.*)

11 On January 29, 2015, Melnik sent a kite to Barth again requesting a copy of the
12 envelopes, but received no reply. (*Id.*) On February 10, 2015, Melnik was taken to a
13 disciplinary hearing with Barth as the hearing officer. (*Id.*) Melnik again requested copies
14 of the envelopes. (*Id.*) Melnik cited A.R. 707.e.2 to Barth, which states:

15 In addition to the Notice of Charges, the inmate shall receive copies of any
16 evidentiary documents, which the Hearing Officer considers, except in
17 cases where non-disclosure has been approved under the "Confidential
Information" provision of this code.

18 (*Id.* at 7). The return address and returnee's name was included on the NOCs. (*Id.* at 9).
19 As the envelopes were addressed to Melnik, and no confidential information or informant
20 was indicated to be on the envelopes, Barth directed Melnik to contact Defendant
21 Satterly, so that Melnik could use the evidence on appeal. (*Id.* at 7). Melnik was found
22 guilty of two counts of MJ31 and sanctioned to two eighteen-month sentences in
23 disciplinary segregation. (*Id.*)

24 On February 10, 2015, Melnik submitted a kite to Satterly, requesting the
25 evidence, i.e., copies of the envelopes. (*Id.*) A few days later, Satterly interviewed
26 Melnik, and during the interview, Melnik again requested copies of the envelopes. (*Id.*)
27 Satterly informed Melnik that he needed approval to remove the evidence from the
28 evidence vault. (*Id.*) Satterly never got back to Melnik with an answer. (*Id.*)

1 Between the interview with Satterly and March 19, 2015, Melnik asked Defendant
2 Barrett on multiple occasions if she could contact Satterly regarding copies of the
3 envelopes. (*Id.* at 7-8).

4 On March 19, 2015, Melnik again sent a written request to Satterly asking for
5 copies of the envelopes. (*Id.* at 8).

6 Between March 19, 2015, and March 31, 2015, Melnik again spoke to Barrett
7 seeking her assistance in getting copies of the envelopes. (*Id.*) On March 31, 2015,
8 Barrett informed Melnik that Satterly told her once the evidence enters the evidence
9 vault that it cannot be removed. (*Id.*) Melnik showed Barrett A.R. 707.e.2, and after
10 reading the code, Barrett said she would check into getting Melnik the envelopes. (*Id.*)
11 Barrett then informed Melnik that he was being transferred to Ely State Prison ("ESP"),
12 and on April 29, 2015, Melnik was transferred to ESP and placed in disciplinary
13 segregation. (*Id.*)

14 On March 12, 2016, Melnik filed his disciplinary appeal, and on March 31, 2015,
15 Melnik filed an informal grievance concerning his lack of access to the evidence against
16 him. (*Id.*) Both were denied. (*Id.*) The denial of the grievance was answered by Barrett,
17 saying that the reason Melnik was denied the requested evidence was based on
18 Operation Procedure ("OP") 414.02, stating that "CERT will be responsible for evidence
19 preservation and storage." (*Id.*) Also, Barrett erroneously stated that AR 707.11 states
20 that inmates are not entitled to evidence found by NDOC staff. (*Id.* at 9). Melnik has
21 been in disciplinary segregation since that time, and also lost parole opportunities. (*Id.* at
22 5).

23 On May 23, 2016, Melnik filed a first level grievance, pointing out that OP 414.02
24 was not relevant to the disciplinary process, which was governed by A.R. 707. On
25 August 4, 2016, Melnik received a response from Defendant Neven, stating that the
26 reason Melnik was denied a copy of the evidence was due to the Confidential Informant
27 Clause, AR 711.9. (*Id.* at 9).

1 On August 4, 2016, Melnik filed a second level grievance stating that the
2 confidential informant clause did not apply in his case because the envelopes had been
3 addressed to Melnik and the return address and name of returnee had been provided in
4 the NOCs. At the time the Complaint was filed, Melnik had not received a response to
5 the second level grievance, which was to be responded to by Defendant Dzurenda. (*Id.*
6 at 9-10).

7 Pursuant to 28 U.S.C. § 1915(A)(a), the District Court entered a screening order,
8 allowing Melnik to proceed with a claim for procedural due process violations. (ECF No.
9 4). On June 27, 2019, Defendants filed their motion for summary judgment asserting
10 they are entitled to summary judgment because failure to provide Melnik with copies of
11 envelopes utilized during his prison disciplinary hearings does not violate his due
12 process rights, and, additionally, Defendants are entitled to qualified immunity. (ECF No.
13 55). Melnik opposed and filed a cross-motion for summary judgment (ECF Nos. 60, 61),
14 and Defendants replied (ECF No. 63).

15 **II. LEGAL STANDARD**

16 Summary judgment allows the court to avoid unnecessary trials. *Nw. Motorcycle*
17 *Ass'n v. U.S. Dep't of Agric.*, 18 F.3d 1468, 1471 (9th Cir. 1994). The court properly
18 grants summary judgment when the record demonstrates that “there is no genuine
19 issue as to any material fact and the movant is entitled to judgment as a matter of law.”
20 *Celotex Corp. v. Catrett*, 477 U.S. 317, 330 (1986). “[T]he substantive law will identify
21 which facts are material. Only disputes over facts that might affect the outcome of the
22 suit under the governing law will properly preclude the entry of summary judgment.
23 Factual disputes that are irrelevant or unnecessary will not be counted.” *Anderson v.*
24 *Liberty Lobby*, 477 U.S. 242, 248 (1986). A dispute is “genuine” only where a
25 reasonable jury could find for the nonmoving party. *Id.* Conclusory statements,
26 speculative opinions, pleading allegations, or other assertions uncorroborated by facts
27 are insufficient to establish a genuine dispute. *Soremekun v. Thrifty Payless, Inc.*, 509
28 F.3d 978, 984 (9th Cir. 2007); *Nelson v. Pima Cmty. Coll.*, 83 F.3d 1075, 1081–82 (9th

1 Cir. 1996). At this stage, the court's role is to verify that reasonable minds could differ
2 when interpreting the record; the court does not weigh the evidence or determine its
3 truth. *Schmidt v. Contra Costa Cnty.*, 693 F.3d 1122, 1132 (9th Cir. 2012); *Nw.*
4 *Motorcycle Ass'n*, 18 F.3d at 1472.

5 Summary judgment proceeds in burden-shifting steps. A moving party who does
6 not bear the burden of proof at trial "must either produce evidence negating an essential
7 element of the nonmoving party's claim or defense or show that the nonmoving party
8 does not have enough evidence of an essential element" to support its case. *Nissan*
9 *Fire & Marine Ins. Co. v. Fritz Cos.*, 210 F.3d 1099, 1102 (9th Cir. 2000). Ultimately, the
10 moving party must demonstrate, on the basis of authenticated evidence, that the record
11 forecloses the possibility of a reasonable jury finding in favor of the nonmoving party as
12 to disputed material facts. *Celotex*, 477 U.S. at 323; *Orr v. Bank of Am., NT & SA*, 285
13 F.3d 764, 773 (9th Cir. 2002). The court views all evidence and any inferences arising
14 therefrom in the light most favorable to the nonmoving party. *Colwell v. Bannister*, 763
15 F.3d 1060, 1065 (9th Cir. 2014).

16 Where the moving party meets its burden, the burden shifts to the nonmoving
17 party to "designate specific facts demonstrating the existence of genuine issues for
18 trial." *In re Oracle Corp. Sec. Litig.*, 627 F.3d 376, 387 (9th Cir. 2010) (citation omitted).
19 "This burden is not a light one," and requires the nonmoving party to "show more than
20 the mere existence of a scintilla of evidence. . . . In fact, the non-moving party must
21 come forth with evidence from which a jury could reasonably render a verdict in the
22 non-moving party's favor." *Id.* (citations omitted). The nonmoving party may defeat the
23 summary judgment motion only by setting forth specific facts that illustrate a genuine
24 dispute requiring a factfinder's resolution. *Liberty Lobby*, 477 U.S. at 248; *Celotex*, 477
25 U.S. at 324. Although the nonmoving party need not produce authenticated evidence,
26 Fed. R. Civ. P. 56(c), mere assertions, pleading allegations, and "metaphysical doubt as
27 to the material facts" will not defeat a properly-supported and meritorious summary
28

1 judgment motion, *Matsushita Elec. Indus. Co. v. Zenith Radio Corp.*, 475 U.S. 574,
2 586–87 (1986).

3 For purposes of opposing summary judgment, the contentions offered by a *pro se*
4 litigant in motions and pleadings are admissible to the extent that the contents are based
5 on personal knowledge and set forth facts that would be admissible into evidence and
6 the litigant attested under penalty of perjury that they were true and correct. *Jones v.*
7 *Blanas*, 393 F.3d 918, 923 (9th Cir. 2004).

8 **III. DISCUSSION**

9 **A. Civil Rights Claims under 42 U.S.C. § 1983**

10 42 U.S.C. § 1983 aims “to deter state actors from using the badge of their
11 authority to deprive individuals of their federally guaranteed rights.” *Anderson v. Warner*,
12 451 F.3d 1063, 1067 (9th Cir. 2006) (quoting *McDade v. West*, 223 F.3d 1135 1139 (9th
13 Cir. 2000)). The statute “provides a federal cause of action against any person who,
14 acting under color of state law, deprives another of his federal rights[,]” *Conn v. Gabbert*,
15 526 U.S. 286, 290 (1999), and therefore “serves as the procedural device for enforcing
16 substantive provisions of the Constitution and federal statutes.” *Crumpton v. Melnik*, 947
17 F.2d 1418, 1420 (9th Cir. 1991). Claims under section 1983 require a plaintiff to allege
18 (1) the violation of a federally-protected right by (2) a person or official acting under the
19 color of state law. *Warner*, 451 F.3d at 1067. Further, to prevail on a § 1983 claim, the
20 plaintiff must establish each of the elements required to prove an infringement of the
21 underlying constitutional or statutory right.

22 **B. Fourteenth Amendment Procedural Due Process**

23 The Due Process Clause of the Fourteenth Amendment prohibits states from
24 depriving individuals of “life, liberty, or property, without due process of law.” U.S.
25 Const. amend. XIV, § 1. However, to invoke the procedural protections of due process,
26 a plaintiff must first identify the protected liberty interest that is at stake. *Wilkinson v.*
27 *Austin*, 545 U.S. 209, 221 (2005). Liberty interests may arise from the Constitution or
28 from an expectation created by state statutes and prison regulations. *Id.*; *Neal v.*

1 *Shimoda*, 131 F.3d 818, 827 (9th Cir. 1997). In the prison setting, a liberty interest
2 arises from the Constitution when the conditions of confinement “exceed[] the sentence
3 in such an unexpected manner as to give rise to protection by the Due Process Clause
4 of its own force” *Sandin v. Conner*, 515 U.S. 472, 484 (1995). A liberty interest
5 created by the state is generally limited to “freedom from restraint which, while not
6 exceeding the sentence in such an unexpected manner as to give rise to protection by
7 the Due Process Clause of its own force, nonetheless imposes atypical and significant
8 hardship on the inmate in relation to the ordinary incidents of prison life.” *Id.*

9 Courts analyze procedural due process claims in two parts. First, the court must
10 determine whether the plaintiff possessed a protected interest. If so, the court next
11 compares the required level of process with the procedures the defendant observed.
12 *Brown v. Ore. Dep’t of Corrs.*, 751 F.3d 983, 987 (9th Cir. 2014). To prevail on a claim,
13 plaintiff must have a protected liberty interest, and the defendant’s procedures must be
14 constitutionally inadequate. *Id.*

15 When an inmate faces disciplinary charges, due process requires that the inmate
16 receive: (1) a written statement at least twenty-four (24) hours before the disciplinary
17 hearing that includes the charges, a description of the evidence against the prisoner,
18 and an explanation for the disciplinary action taken; (2) an opportunity to present
19 documentary evidence and call witnesses, unless calling witnesses would interfere with
20 institutional security; and (3) legal assistance where the charges are complex or the
21 inmate is illiterate. See *Wolff v. McDonnell*, 418 U.S. 539, 563-570 (1974). “When
22 prison officials limit an inmate’s efforts to defend himself, they must have a legitimate
23 penological reason.” *Koenig v. Vannelli*, 971 F.2d 422, 423 (9th Cir. 1992).

24 “Chief among the due process minima outlined in *Wolff* [is] the right of an inmate
25 to call and present witnesses and documentary evidence in his defense before the
26 disciplinary board.” *Ponte v. Real*, 471 U.S. 491, 495 (1985). Ordinarily, the right to
27 present evidence is basic to a fair hearing. *Id.* However, “the prisoner’s right to call
28 witnesses and present evidence in disciplinary proceedings could be denied if granting

1 the request would be ‘unduly hazardous to institutional safety or correctional goals.’” *Id.*
 2 (citing *Baxter v. Palmigiano*, 425 U.S. 308, 321 (1976) (citing *Wolff*, 418 U.S. at 566));
 3 see also *Hughes v. Rowe*, 449 U.S. 5, 9, and n. 6 (1980). While “prison officials may not
 4 arbitrarily deny an inmate’s request to present witnesses or documentary evidence”,
 5 see *Graham v. Baughman*, 772 F.2d 441, 444 (8th Cir.1985); accord *Bartholomew v.*
 6 *Watson*, 665 F.2d 915, 918 (9th Cir.1982), “[p]rison officials must have the necessary
 7 discretion to keep the hearing within reasonable limits and to refuse to call witnesses [or
 8 produce documentary evidence] that may create a risk of reprisal or undermine
 9 authority....” *Ponte*, 471 U.S. at 496. The burden of proving adequate justification for
 10 denial of a request to present witnesses or produce documentary evidence rests with
 11 the prison officials. *Id.* at 499; *Graham*, 772 F.2d at 445; *Bostic v. Carlson*, 884 F.2d
 12 1267, 1273 (9th Cir. 1989). “[I]f state procedures rise above the floor set by the due
 13 process clause, a state could fail to follow its own procedures yet still provide sufficient
 14 process to survive constitutional scrutiny.” *Walker v. Sumner*, 14 F.3d 1415, 1420 (9th
 15 Cir. 1994). Thus, an inmate’s right to due process is violated only if he is not provided
 16 with process sufficient to meet the standards outlined in *Wolff*. *Id.*

17 Defendants’ motion for summary judgment argues Defendants are entitled to
 18 judgment as a matter of law on Melnik’s due process claim. (ECF No. 55). Defendants
 19 assert that while NDOC regulations may have entitled Melnik to receive a copy of the
 20 envelopes utilized during the prison disciplinary hearings, due process protections
 21 under *Wolff* do not require production of copies of envelopes utilized during a
 22 disciplinary hearing. (*Id.* at 4-6). Defendants claim that Melnik was provided all the
 23 procedural safeguards required by the due process clause because Melnik read and
 24 received the two relevant notice of charges, which put him on notice of the charges, he
 25 was permitted to present evidence in his defense, and he was allowed to seek legal
 26 assistance. (*Id.* at 5).

27 Melnik argues that his inability to present documentary evidence at the
 28 disciplinary hearings violated his due process rights. (ECF No. 60 at 12-13).

1 Here, Defendants do not argue Melnik does not have a protected liberty interest
2 giving rise to procedural protections in connection with his disciplinary proceedings.
3 Instead they argue that he had constitutionally sufficient disciplinary proceedings.

4 Melnik's main contention is that because he was not provided copies of the
5 evidence used against him, i.e. the envelopes, his due process rights were violated.
6 (ECF No. 5). Defendants argue that because the Notice of Charges contained the letter
7 senders' information, Melnik would not have obtained any additional information if he
8 had received copies of the envelopes. (ECF No. 55 at 8). Defendants argue that
9 because Melnik was read the Notice of Charges, he was placed on notice that he was
10 accused of receiving methamphetamines in the mail, and therefore Melnik was afforded
11 due process. (*Id.* at 5). However, a review of the two Notice of Charges shows that
12 they contained information about only one of the two envelopes. (See ECF No. 55-1 at
13 7). The first Notice of Charges discusses a letter that was addressed to Melnik, from
14 "Boo Saunders" of North Las Vegas, Nevada. (*Id.*) Defendants do not attach copies of
15 the envelopes in question to their Motion for Summary Judgment.²

16 As Melnik points out in his Cross-Motion for Summary Judgment, this case is
17 analogous with another case from this District, *Jones v. Drain*, 3:05-CV-0278-
18 PMP(RAM), 2008 WL 8209061 (D. Nev. Feb. 6, 2008). In *Jones*, the Court found
19 defendant's refusal to produce a letter used to discipline plaintiff violated plaintiff's due
20 process rights accorded under *Wolff* to "present documentary evidence" and "marshal
21 the facts in his defense." *Id.* at *8 (citing *Young v. Kann*, 926 F.2d 1396, 1402 (3rd Cir.
22 1991) (citing *Wolff*, 418 U.S. at 564)). The Court relied upon a Third Circuit case,
23 *Young v. Kann*, which found that a disciplinary officer violated the inmate's due process

24
25 ² Defendants do attach copies of the envelopes to a withdrawn Motion for Summary
26 Judgment filed on April 16, 2018. (See ECF No. 19-1). A review of the envelopes
27 shows that while one envelope was sent by "Boo Saunders," the second envelope was
28 sent by "Sandy L. Green." (*Id.* at 9, 13). There is no mention of "Sandy L. Green" in
either of the Notice of Charges and Melnik does not seem to be aware of this second
letter sender. (See ECF Nos. 55-1, 55-2).

1 rights by refusing to produce a letter written by the inmate allegedly threatening his
2 cellmate, even though the letter formed part of the basis for disciplinary charges.
3 *Young*, 926 F.2d at 1400-1403.

4 Similar to both *Young* and *Jones*, Defendants offer no security justifications for
5 the refusal to provide copies of the envelopes, which Melnik requested production of in
6 order to refute the charges against him, and the envelopes were specifically admitted as
7 evidence against him at the disciplinary hearings. Further, Defendants argument that
8 the Notice of Charges adequately placed Melnik on notice of the charges and the
9 evidence used against him, such that copies of the envelopes were unnecessary, is
10 false. The Notice of Charges did not contain information about *both* of the envelopes,
11 and it does not appear Melnik was made aware that the letters were sent by two
12 separate senders.

13 Accordingly, viewing the evidence in the light most favorable to Melnik, a
14 reasonable jury could determine that the Defendants' refusal to produce copies of the
15 envelopes violated Melnik's due process rights accorded under *Wolff* to "present
16 documentary evidence" and "marshal the facts in his defense." *Wolff*, 418 U.S. at 564.
17 Thus, because genuine issues of material fact exist as to whether Melnik's due process
18 rights were violated, the court recommends that Defendants' Motion for Summary
19 Judgment (ECF No. 55) and Melnik's Cross-Motion for Summary Judgment (ECF No.
20 61) be denied.

21 **C. Qualified Immunity**

22 Defendants assert that even if a constitutional violation exists, they are entitled to
23 qualified immunity because there is no evidence that the Defendants knowingly violated
24 a clearly established right of Melnik. (ECF No. 55 at 6-8). Specifically, Defendants
25 argue that they are unaware of any clearly established law that indicates an inmate "has
26 an unfettered constitutional right to review copies of evidence used at a disciplinary
27 hearing." (*Id.* at 8).
28

1 The Eleventh Amendment bars damages claims and other actions for retroactive
2 relief against state officials sued in their official capacities. *Brown*, 751 F.3d at 988–89
3 (citing *Pennhurst*, 465 U.S. at 100). State officials who are sued individually may also be
4 protected from civil liability for money damages by the qualified immunity doctrine. More
5 than a simple defense to liability, the doctrine is “an entitlement not to stand trial or face
6 other burdens of litigation . . .” such as discovery. *Mitchell v. Forsyth*, 472 U.S. 511, 526
7 (1985).

8 When conducting a qualified immunity analysis, the court asks “(1) whether the
9 official violated a constitutional right and (2) whether the constitutional right was clearly
10 established.” *C.B. v. City of Sonora*, 769 F.3d 1005, 1022 (9th Cir. 2014) (citing *Pearson*
11 *v. Callahan*, 555 U.S. 223, 232, 236 (2009)). A right is clearly established if it would be
12 clear to a reasonable official in the defendant’s position that his conduct in the given
13 situation was constitutionally infirm. *Anderson v. Creighton*, 483 U.S. 635, 639–40,
14 (1987); *Lacey v. Maricopa Cnty.*, 693 F.3d 896, 915 (9th Cir. 2012). The court may
15 analyze the elements of the test in whatever order is appropriate under the
16 circumstances of the case. *Pearson*, 555 U.S. at 240–42. A right is clearly established
17 when the “contours of the right [are] sufficiently clear that a reasonable official would
18 understand that what he is doing violates that right.” *Serrano v. Francis*, 345 F.3d 1071,
19 1077 (9th Cir. 2003) (quoting *Anderson v. Creighton*, 483 U.S. 635, 640, 107 S.Ct. 3034,
20 97 L.Ed.2d 523 (1987)).

21 “[J]udges of the district courts... should be permitted to exercise their sound
22 discretion in deciding which of the two prongs of the qualified immunity analysis should
23 be addressed first in light of the circumstances in the particular case at hand.” *Pearson*,
24 555 U.S. at 236. “[W]hether a constitutional right was violated... is a question of fact.”
25 *Tortu v. Las Vegas Metro. Police Dep’t*, 556 F.3d 1075, 1085 (9th Cir. 2009). While the
26 court decides as a matter of law the “clearly established” prong of the qualified immunity
27 analysis, only the jury can decide the disputed factual issues. See *Morales v. Fry*, 873
28 F.3d 817, 824-25 (9th Cir. 2017); *Reese v. Cty. Of Sacramento*, 888 F.3d 1030, 1037

(9th Cir. 2018). Because the Court finds that genuine issues of material fact exist as to whether Melnik's constitutional rights were violated, the court declines to address the "clearly established" prong at this time.

IV. CONCLUSION

Based upon the foregoing, the court recommends Defendants' motion for summary judgment (ECF No. 55) be denied and Melnik's cross-motion for summary judgment (ECF No. 61) be denied.

The parties are advised:

1. Pursuant to 28 U.S.C. § 636(b)(1)(c) and Rule IB 3-2 of the Local Rules of Practice, the parties may file specific written objections to this Report and Recommendation within fourteen days of receipt. These objections should be entitled "Objections to Magistrate Judge's Report and Recommendation" and should be accompanied by points and authorities for consideration by the District Court.

2. This Report and Recommendation is not an appealable order and any notice of appeal pursuant to Fed. R. App. P. 4(a)(1) should not be filed until entry of the District Court's judgment.

V. RECOMMENDATION

IT IS THEREFORE RECOMMENDED that Defendants' motion for summary judgment (ECF No. 55) be **DENIED**; and

IT IS FURTHER RECOMMENDED that Melnik's cross-motion for summary judgment (ECF No. 61) be **DENIED**.

DATED: December 2, 2019.


UNITED STATES MAGISTRATE JUDGE